

Lesson IV: Expanding Cultural Awareness

Outcomes: At the end of this lesson, participants will be better able to:

- expand their cultural awareness
- identify diversity in all aspects of work

Materials Needed

- Overhead transparency machine (optional)
- Easel pad and pens

Handouts

- Diversity and Proversity© Wheels Handout

Transparency or Poster

- None

Preparing to Teach this Lesson

- Review the Diversity and Proversity© Wheels Handout. Identify a person from the community who embodies some elements of diversity that are different from your staff. Invite this person to join you for a potluck lunch. Explain your goals, specifically, that the person would be able to share some of their differences and commonalities with your staff with the goal to expand the employees' cultural awareness and therefore increase the effectiveness of your staff in working with and serving people who are different from them. You might share the Diversity and Proversity© Wheels Handout.
- Suggestion: if you do not have any ideas how to locate such a person, you might solicit ideas from your staff and also contact organizations in the local area or State that serve specific communities.
- Invite your staff to bring food to a potluck on a specific date. Ask each staff member to prepare some food that reflects a part of their culture, broadly defined.

Community Resource People

- Guest to speak to diversity and Proversity©.

Summary

At the end of this lesson, be sure to send a thank you note to the resource person.

Follow-Up Guide to
VINCE—Cultivating Cultural Competency
An On-Line Course

Methods

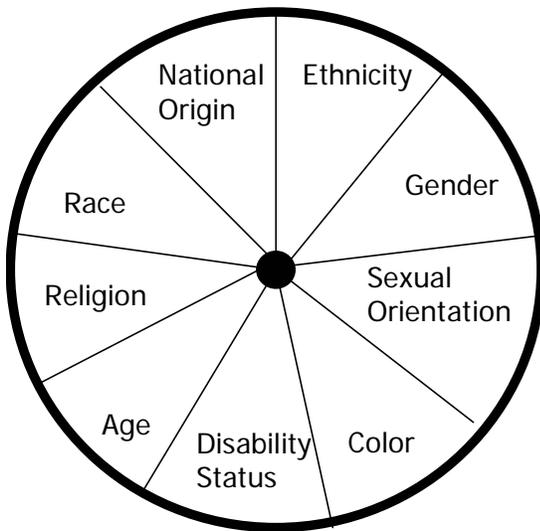
Part 1: Introductions (15 minutes)

- Welcome group and explain today's event.
- Introduce outside resource person.
- Have each staff person introduce themselves and the food that they brought, indicating how it relates to some aspect of their culture (defined in the broadest terms).

Part 2: Present Diversity and Proversity© (30 minutes)

- Allow resource person in an informal manner to talk about the areas of diversity for which they were invited to speak. Additionally, invite the person to share commonalities from the Proversity© wheel that they feel comfortable sharing.
- Thank everyone and encourage them to consider how contact with people of other cultures builds up their cultural competency and helps them to make the courts more accessible.

Diversity and Proversity© Wheels



Diversity



Proversity©